

Person specification Executive Headteacher	Essential / desirable	Application form	Interview	Task	References
Qualifications and training					
Qualified Teacher Status	E	/			
Evidence of commitment to CPD and personal development	E		/		
Leadership qualification (eg NPQH, NPEL etc)	D	/	/		
Safeguarding and child protection training	E		/		
Experience					
Identifying and analysing complex or persistent problems and barriers which limit school effectiveness, and identifying priority areas for improvement	E		/	/	
Successful leadership in the primary phase as an Executive Headteacher, Headteacher or Head of School	E	/	/		/
Leading whole school initiatives, including evaluating impact	E	/	/	/	/
Leading multi-school initiatives, including evaluating impact	D	/	/	/	/
Leadership during an Ofsted inspection process	E		/		
Experience of designing and implementing curricula in from EYFS to KS2	E		/		
Track record of supporting colleagues to grow and develop	E		/		
Budget management	E			/	
Identifying and managing risk	E		/		
DSL or Deputy DSL	E		/		
Developing relationships with organisations beyond the school	E		/		
Inviting challenge from those responsible for governance	E		/		
Knowledge and understanding					
Evidence informed strategies for school improvement	E		/	/	
Clear understanding of what makes great teaching in different key stages and the evidence base behind it	E			/	
Knowledge of the difference between leading one school and leading multiple schools	E	/	/	/	/
Knowledge of statutory assessment procedures from EYFS to KS2	E		/		
Knowledge of effective early reading provision	E		/		
Knowledge of SEND provision for SLCN, SEMH and ASC	D			/	
Knowledge of effective approaches to professional development	E			/	
Professional qualities					
Committed to the development and maintenance of good relationships with pupils, staff, parents, governors and the community	E	/	/	/	/
Prioritises psychological safety and belonging among the team	E		/	/	
Emotionally predictable	E			/	/
Collaborative, seeking the views of others and valuing dissenting views	E			/	
Leadership presence, visibly demonstrating a positive, enthusiastic outlook, embracing innovation and self-motivation	E		/	/	
Resilience, perseverance and optimism in the face of difficulties and challenges	E		/	/	/